

Geographic Area

When the respondents were broken out by geographic area there were 501 urban, 763 rural, and 291 frontier respondents. As seen in Figure 5, rural areas had the highest return rate with 78.1 percent. The frontier areas followed closely with the next highest return rate with 77.7 percent. Urban areas had the third highest return rate with 60.5 percent.

Figure 6 indicates that in 2007, 45.5 percent of all full-time budgeted positions and 37.1 percent of all part-time budgeted positions were located in the urban geographic areas, and they accounted for 41.5 percent of all budgeted vacancies, full-time and part-time combined in 2007. In comparison in 2006, 43.9 percent of full-time budgeted positions and 36.8 percent of part-time budgeted positions were located in the urban geographic areas, and they accounted for 34.1 percent of all budgeted vacancies in 2006, full-time and part-time combined.

This means that in 2007, 58.5 percent of the full-time and part-time budgeted vacancies reported were in rural and frontier geographic areas, a 11.2 percent decrease from 65.9 percent in 2006. In addition, in 2007, 56.4 percent of turnovers were in frontier and rural geographic areas, a 7.4 percent decrease from 60.9 percent in 2006. Therefore, the percent of budgeted vacancies, full-time and part-time, in rural and frontier areas decreased from 2006 and the percent of turnovers in rural and frontier areas decreased from 2006.

Urban Defined

An area having a population center of 50,000 or more.

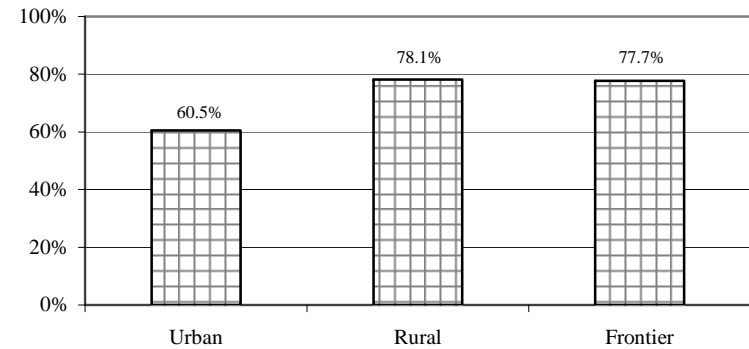
Rural Defined

Population density of more than six persons per square mile but no population centers of 50,000 or more.

Frontier Defined

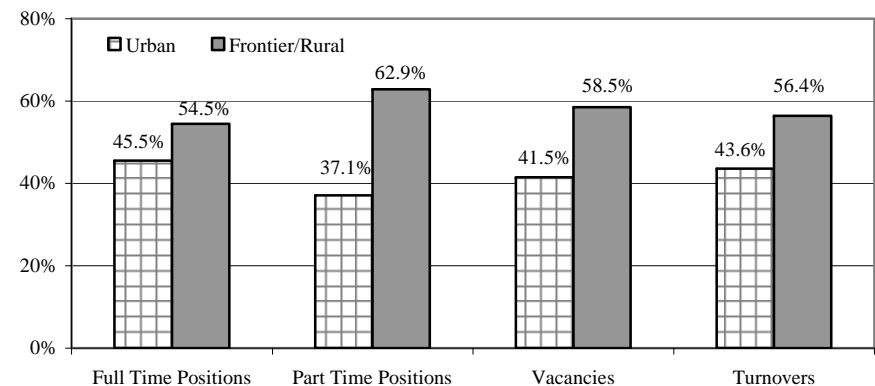
Population density of six or less persons per square mile.

Figure 5
Percent of Surveys Received by Geographic Area



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Figure 6
Percent of Full-Time Positions, Part-Time Positions, Combined Budgeted Vacancies and Combined Turnovers by Geographic Area

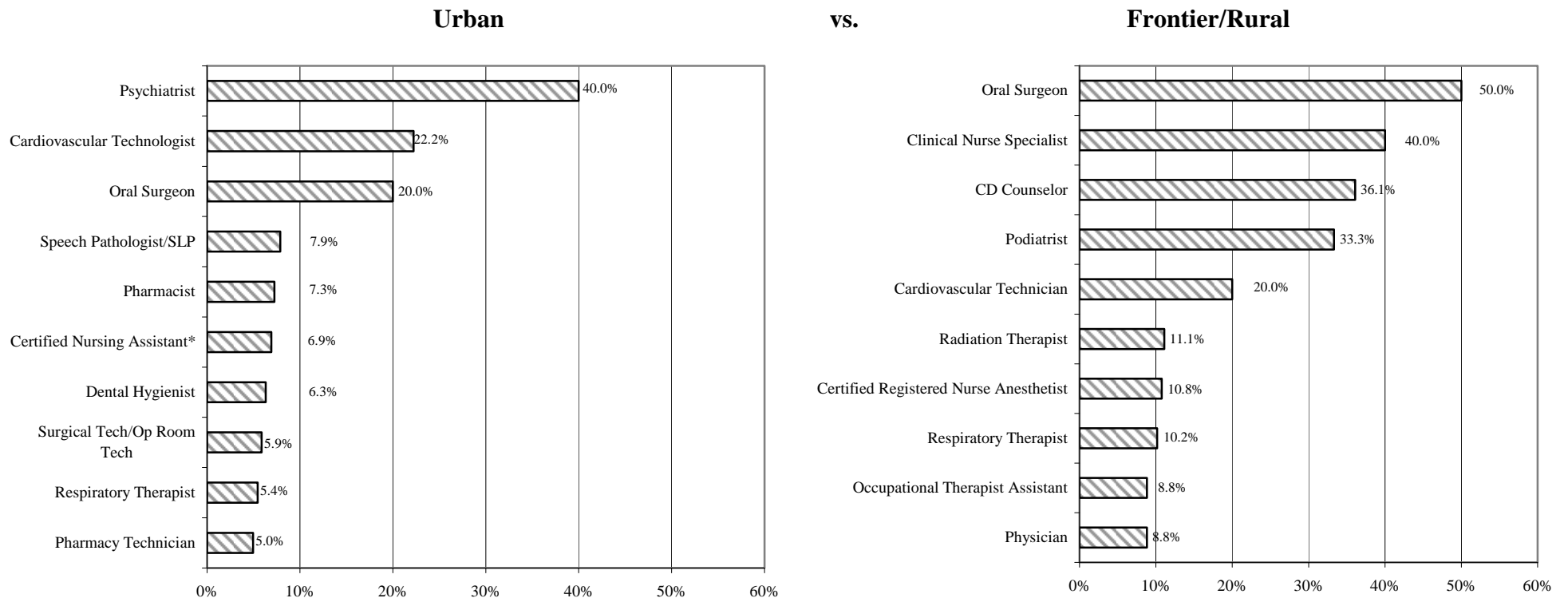


Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

The positions with the highest percent of vacancies in the urban and frontier/rural geographic areas are reflected in Figure 7. These positions had the highest percentage of vacancies of budgeted positions. Psychiatrist had the highest vacancy rate in urban geographic areas with 40 percent, followed by cardiovascular technologist with 22.2 percent, and oral surgeon with 20 percent. In the frontier/rural geographic areas oral surgeon had the highest vacancy rate with 50 percent, followed by

clinical nurse specialist with 40 percent, and CD counselor with 36.1 percent. In 2006, the percent of budgeted vacancies for facilities located in urban geographic areas was 3.9 percent, while the percent of budgeted vacancies for facilities located in frontier/rural geographic areas was 4.5 percent. When comparing to 2006, the percent of budgeted vacancies for urban geographic areas was 2.3 percent, while the percent of budgeted vacancies for frontier/rural geographic areas was 4.8 percent.

Figure 7
Positions with the Highest Percent of Vacancies by Geographic Areas

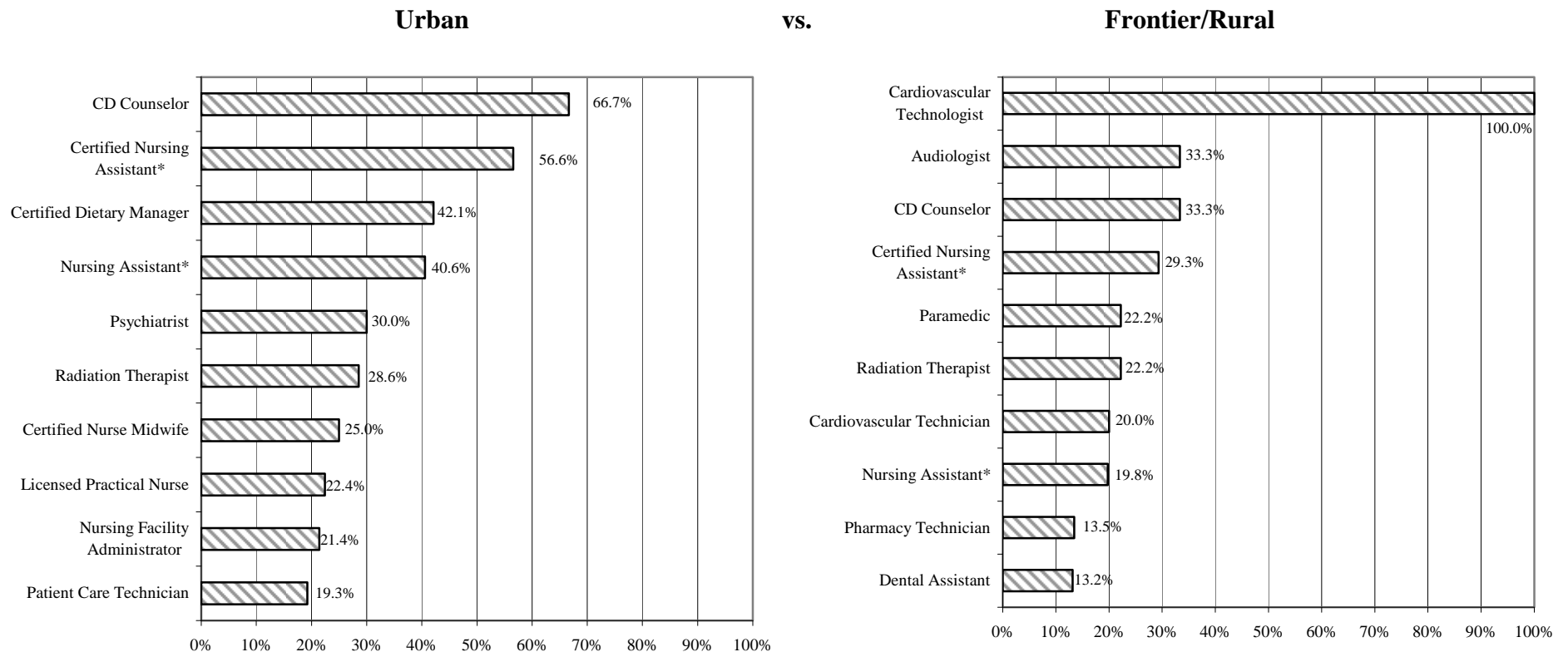


Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records
 Note: * Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.
 Please do not use past publications to conduct trend analysis on nursing assistants.

The positions with the highest percent of turnovers in the urban and frontier/rural geographic areas are reflected in Figure 8. This means that these positions had the highest percentage of turnovers of budgeted positions. CD counselor had the highest turnover in urban geographic areas with 66.7 percent followed by certified nursing assistant with 56.6 percent. Certified dietary manager with 42.1 percent was the third highest turnover in the urban geographic areas. Cardiovascular technologist had the highest turnover in frontier/rural geographic areas with 100 percent

followed by audiologist with 33.3 percent. The third highest turnover in the frontier/rural area was CD counselor with 33.3 percent. In 2007, the percent of turnovers for facilities located in urban geographic areas was 16.3 percent, while the percent of turnovers for facilities located in frontier/rural geographic areas was 13.1 percent. When comparing to 2006, the percent of turnovers for urban geographic areas was 16.3 percent, while the percent of turnovers for frontier/rural geographic areas was 14 percent.

Figure 8
Positions with the Highest Percent of Turnovers by Geographic Areas

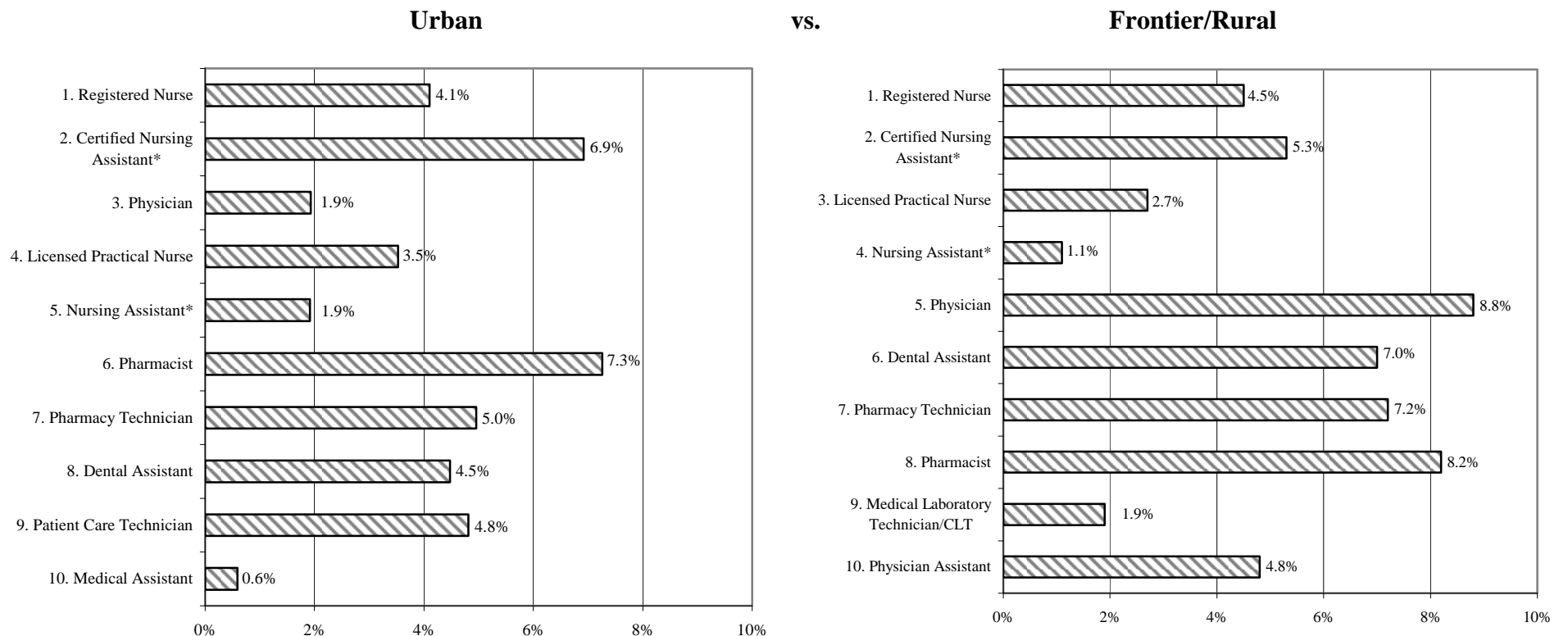


Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records
 Note: * Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.
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Another way to look at vacancy percentages would be to list the top 10 budgeted full-time positions and their vacancy rate. Figure 9 displays the top 10 budgeted full-time positions and their vacancy rate. Of the top 10 budgeted full-time positions in the urban geographic areas, pharmacist had the highest vacancy rate

with 7.3 percent, followed by certified nursing assistant with 6.9 percent, and pharmacy technician with 5.0 percent. In the frontier/rural geographic areas physician had the highest vacancy rate with 8.8 percent, followed by pharmacist with 8.2 percent, and pharmacy technician with 7.2 percent.

Figure 9
Top Ten Budgeted Full-Time Positions and Percent of Vacancies

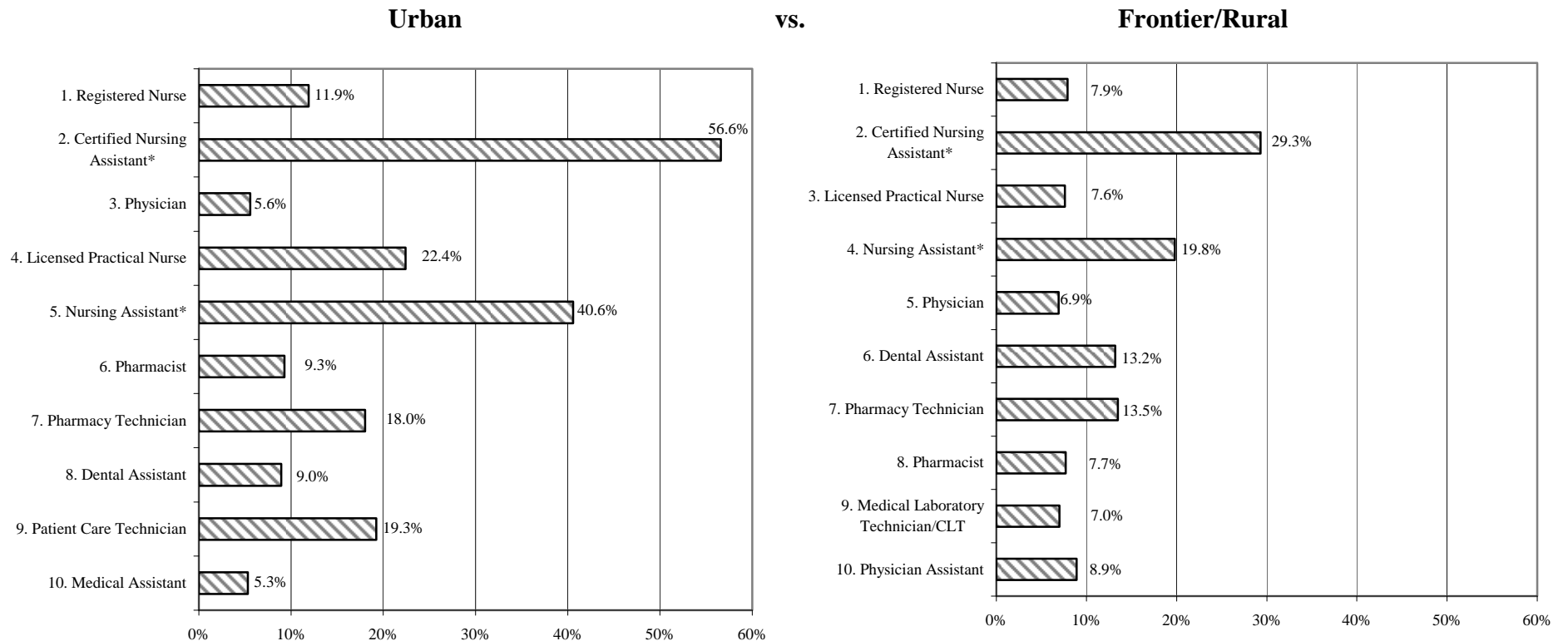


Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records
 Note: * Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.
 Please do not use past publications to conduct trend analysis on nursing assistants.

Another way to look at turnover percentages would be to list the top 10 budgeted full-time positions and their turnover rate. Figure 10 displays the top 10 budgeted full-time positions and their turnover rate. Of the top 10 budgeted full-time positions in the urban geographic areas certified nursing assistant had the highest turnover rate with 56.6 percent, followed by nursing

assistant with 40.6 percent, and licensed practical nurse with 22.4 percent. In the frontier/rural geographic areas certified nursing assistant was also the highest with a turnover rate of 29.3 percent, followed by nursing assistant with 19.8 percent, and pharmacy technician with 13.5 percent.

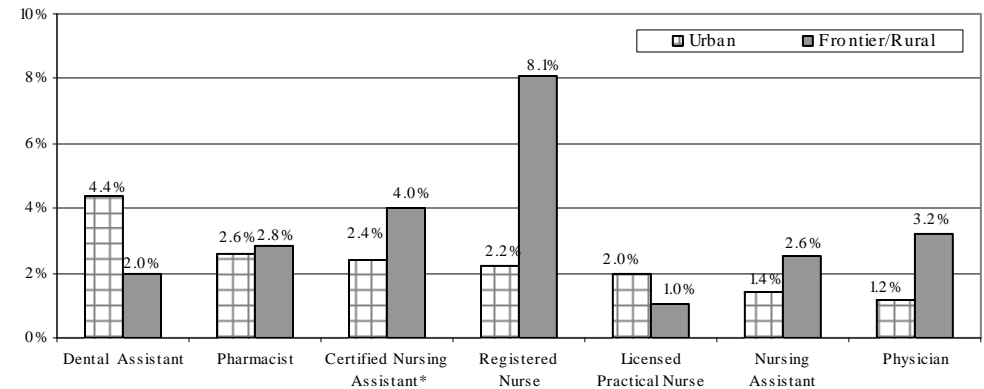
Figure 10
Top Ten Budgeted Full-Time Positions and Percent of Turnovers



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records
 Note: * Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.
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Figure 11
Hard-to-Fill Positions by Geographic Area

Figure 11 shows the top hard-to-fill positions in urban and frontier/rural geographic areas. In urban geographic areas dental assistant was indicated most frequently as a hard-to-fill position with 4.4 percent of urban facilities checking it. The second highest position was pharmacist with 2.6 percent followed by certified nursing assistant with 2.4 percent of urban facilities checking them. In frontier/rural geographic areas, registered nurse was indicated most frequently as a hard-to-fill position with 8.1 percent of the frontier/rural facilities selecting it. The second highest was certified nursing assistant with 4 percent followed by physician with 3.2 percent of frontier/rural facilities noting them.



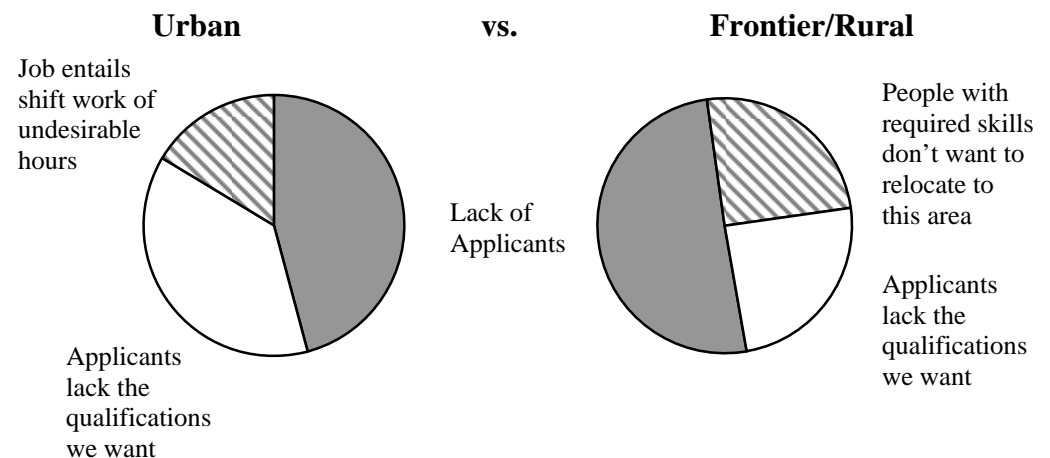
Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: * Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.

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Figure 12
Responses to Why Positions Were Hard-to-Fill by Geographic Area

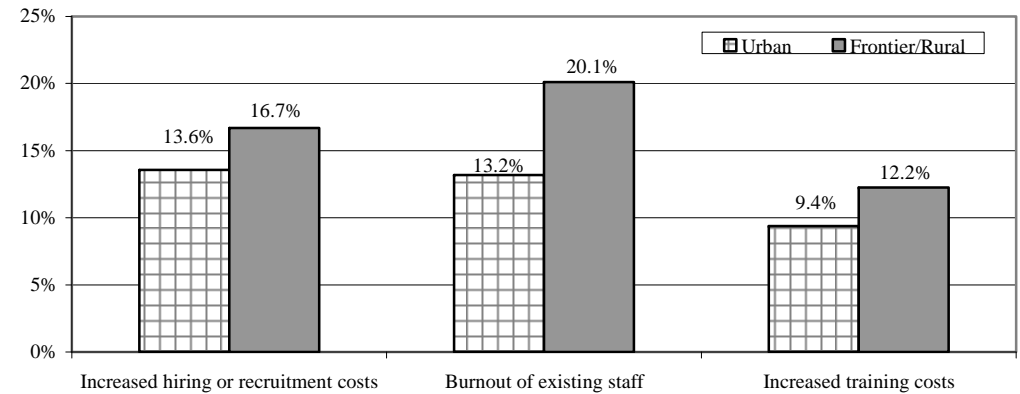
Figure 12 shows the responses to why there were hard-to-fill vacancies for both urban and frontier/rural geographic areas. The number one reason for both urban and frontier/rural geographic areas was “lack of applicants.” The number two reason for urban geographic areas was “applicants lack the qualifications we want” while the number two reason for frontier/rural geographic areas was “people with required skills don’t want to relocate to this area.” The number three reason for urban geographic areas was “job entails shift work of undesirable hours” while the number three reason for frontier/rural geographic areas was “applicants lack the qualifications we want.”



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

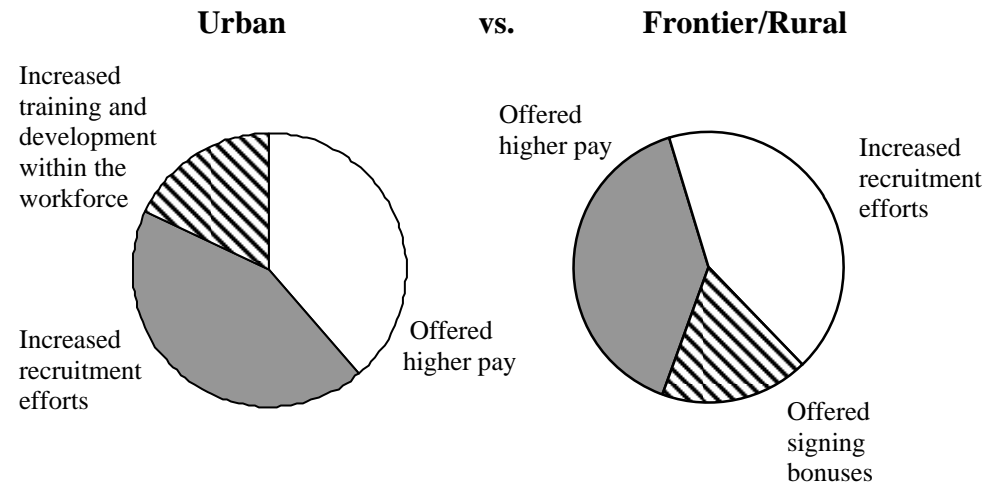
Figure 13 shows the impact of vacancies or turnovers on an institution. The top response of the impact of vacancies or turnovers on an institution in urban geographic areas was “increased hiring or recruitment costs;” while the top response for frontier/rural geographic areas was “burnout of existing staff.” The second most frequently indicated response in urban geographic areas was “burnout of existing staff;” while the second response for frontier/rural geographic areas was “increased hiring or recruitment costs.” The third most frequently indicated response in both urban and frontier/rural geographic areas was “increased training costs.”

Figure 13
Impact of Vacancies or Turnovers on an Institution by Geographic Area



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Figure 14
Measures Taken to Tackle Hard-to-Fill Vacancies by Geographic Areas



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Figure 14 illustrates the measures taken to tackle the problem of hard-to-fill vacancies. The number one measure taken for both urban and frontier/rural geographic areas was “increased recruitment efforts.” “Offered higher pay” was the second measure taken for both urban and frontier/rural geographic areas. “Increased training and development within the workforce” was the number three measure taken for urban geographic areas; while the third measure taken for frontier/rural geographic areas was “offered signing bonuses.”

